



Corporate Governance Statement

For the year ended 31 December 2022, under The Companies (Miscellaneous Reporting) Regulations 2018, the Company has not applied the Wates Principles. Although the Wates Principles have not been adopted by the Company, it is believed that the policies of the Unilever Group adopted by the Company ensures strong Corporate Governance.

Additionally, the titles from the Wates Principles have been used in the Corporate Governance Statement to ensure that the Company is following the same corporate governance themes of all companies that adopt the Wates Principles.

Purpose and leadership

The Company was incorporated in 1937 and manufactures and sells consumer goods. The Company has adopted the Unilever Group's vision to be the global leader in sustainable business, demonstrating how our purpose-led, future-fit business model drives superior performance, consistently delivering financial results in the top third of our industry. Our purpose is to make sustainable living commonplace.

The Company makes some of the world's best-known brands and is working hard to reduce their environmental footprint and increase their positive social impact, as part of Unilever's Compass strategy, and at the heart of the Company's purpose.

The board promotes regular engagement with employees, through holding town halls with employees, for employees to hear the strategy of the Company and to give employees the opportunity to ask questions of their senior leaders. The Company operates a hybrid working policy whereby office-based employees are able to manage their time between the office and home to enable the optimum balance between safety, collaboration, and efficiency.

The company has made Equality, Diversity and Inclusion a key priority, including through the Count Me In programme encouraging employees to self-identify along several diversity measures such as sexuality, gender, race, and disability. This data will be used to build a picture of where the Company is today to improve policies and culture. There are also a number of employee networks in place to drive understanding, collaboration and inclusion, not only in the areas mentioned above, but also for example, for employees who are parents or carers.

The Company is focused on ensuring that disabled employees have a safe and accessible working environment, and that disabled candidates are encouraged to apply for roles at Unilever, ensuring that any access needs are accommodated. Unilever UK is a Disability Confident employer and the Company is working with the employee network 'Enable' to see what more can be done to improve our workplaces and policies.

Board of Directors composition

The directors of the Company report into their appropriate Business Group leads within the Unilever Group. The Board of Directors composition is made up of Directors who specialise in the core areas of business, this includes Marketing, Human Resources, Finance, Customer Development, Communications and Supply Chain. The Directors have an extensive knowledge of their respective fields and bring a wealth of background and expertise with regards to their respective fields.

The Board of Directors discuss geography subjects with other operating UK Unilever boards which creates a constructive discussion in relation to the subjects which are brought to these meetings. This facilitates and helps effective decision making due to different viewpoints being discussed.

Directors Responsibilities

There are clear lines of accountability and responsibility when there is a decision made by the Company. All decisions are made in line with the Unilever Group internal authorities. The Directors also consider their Directors duties; details of the stakeholder engagement under section 172 of the Companies Act can be found on page 1.

The Board of Directors has subdelegated corporate governance to a sub-committee, called the Governance Forum, made up of the Board of Directors and other Directors of Unilever UK subsidiaries. There are quarterly meetings of the Governance Forum to review issues and processes to ensure that the governance remains fit for purpose by regularly challenging the status quo. The Governance Forum adheres to terms of reference which have been approved by the Board of Directors of the Company.

Opportunity and risk

The Company has an embedded risk management approach with clear roles, responsibilities and authorities to ensure that all opportunities are robustly reviewed and to ensure there are no gaps. Through this approach the Company ensures that it is prepared for any risks that it might face in the short, medium and long term. This provides confidence that there is good corporate governance within the Company. Unilever's Code of Business Principles ensures that the Company's principles are followed by all employees of the Company.

Remuneration

The Company follows the remuneration policy of the Unilever Group. Director and employee remuneration is based on clear structures and policies which are available for all employees to see.

Stakeholder relationships and engagement

With every decision that the Company makes, the Directors acknowledge their duties under section 172 of the Companies Act and give consideration to the stakeholders of the Company. These stakeholder engagements can be seen on page 1.